



## Administrative Progress Report (APR) August 2007

**To: POST Commissioners and Advisory Committee Members**

**From: HAL SNOW**  
**Interim Executive Director**

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

### **LOS ANGELES TIMES PREVAILS IN LAWSUIT**

On August 27, 2007, the California State Supreme Court ruled that some peace officer records retained by the Commission on Peace Officer Standards and Training (POST) are subject to disclosure under the California Public Records Act (CPRA). In a 4-3 decision, the court ruled that the names, employing departments, and hiring and termination dates of California peace officers are not confidential information and must be disclosed if requested. The court did take note of the fact that "...there are some officers working in agencies who, because of their particular responsibilities, require more anonymity in order to perform their duties effectively or to protect their own safety."

The court remanded the case to the Superior Court to establish "particular officers or categories of officers that should be excised from the disclosed records because the safety or efficacy of the officers would be jeopardized by disclosure." POST will be working with the Attorney General's Office to develop protocols that protect these officers. It is not known when the Superior Court will receive the case.

The full text of the State Supreme Court's decision may be viewed at <http://www.courtinfo.ca.gov/opinions/documents/S134072.DOC>. Questions about the *Los Angeles Times* lawsuit may be directed to Assistant Executive Director Dick Reed, Executive Office, at (916) 227-2809 or [Dick.Reed@post.ca.gov](mailto:Dick.Reed@post.ca.gov).

### **POST RELEASES PURSUIT DRIVING LINE-UP TRAINING PACKAGE**

POST has released the *Pursuit Driving* Line-Up Training Package. The Training Package consists of two previous telecourse video titles, *Tactical Driving for Law Enforcement* and *Pursuit Driving Update*, and includes the new *Pursuit Driving Line-Up Training* DVD.

In 2007, POST amended its guidelines for pursuit driving, advised agency managers of executive action required by Senate Bill 719 via an on-line “Executive Alert” video, and produced the *Pursuit Driving Update* telecourse to assist agencies in meeting requirements of Vehicle Code §17004.7 that sustain immunity in vehicle pursuits. The new *Pursuit Driving Line-Up Training* DVD contains topics required by Penal Code §13519.8 and training goals established in Vehicle Code §17004.7.

Designed for use within the Line-Up Training Program, the DVD is available to officers who have completed the Line-Up Training Program instructor workshop. The Training Package is available upon special request to law enforcement agency training managers or supervisors. The *Pursuit Driving Line-Up Training* Package was mailed to more than 500 Line-Up Training Program instructors in August. When used in conjunction with an agency’s pursuit policy, the *Pursuit Driving Line-Up Training* Package can be used to satisfy the mandated annual training requirement.

Questions about the *Pursuit Driving Line-Up Training* Package may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or [Jody.Buna@post.ca.gov](mailto:Jody.Buna@post.ca.gov).

## **BASIC COURSE VEHICLE OPERATIONS SKILLS TEST DEVELOPMENT CONTINUING**

In August, subject matter experts convened to continue development of a standardized evaluation method for Learning Domain #19 - Vehicle Operations. The development of a standardized vehicle operations skills test for the Basic Course is a requirement of POST Strategic Plan Objective A.4.

In this meeting, the group identified important vehicle operations performance dimensions and described observable behaviors that could be used in a student performance evaluation. In November, the committee will continue work to define these performance dimensions and observable behaviors.

Questions about the Vehicle Operations Skills Test Development Project may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or [Michael.Catlin@post.ca.gov](mailto:Michael.Catlin@post.ca.gov).

## **POST REPRESENTED AT APCO INTERNATIONAL’S 73<sup>rd</sup> ANNUAL CONFERENCE AND EXPOSITION**

In August, Senior Personnel Selection Consultant Bill Groome attended the Association of Public Safety Communications Officials International (APCO) Annual Conference in Baltimore, Maryland. Of special interest to POST was APCO’s Project RETAINS (Response Efforts to Address Integral Needs in Staffing) which examined the national staffing and retention of public safety communication centers. Additional information about APCO’s Project RETAINS is located at <http://www.apcointl.org/about/911/retains/>.

Questions about the 2007 APCO International Annual Conference may be directed to Senior Personnel Selection Consultant Bill Groome, Standards and Evaluation Services Bureau, at (916) 227-3255 or [Bill.Groome@post.ca.gov](mailto:Bill.Groome@post.ca.gov).

## **WORK ON NEW STRATEGIC PLAN OBJECTIVES BEGINS**

At its January meeting, the Commission added two new objectives to the POST Strategic Plan. Objective A.14 examines the feasibility of expanding cognitive testing requirements for entry-level officers. Objective A.15 assesses the feasibility of establishing end-of-academy report-writing standards. In July, POST staff met with recruiters, academy staff, field training officers, patrol sergeants, district attorney staff, and members of the POST Advisory Committee to discuss issues and to obtain preliminary recommendations.

Participants supported expanding cognitive testing and implementing an end-of-academy standard. Data collection and analysis was recommended to determine the value of augmenting/ modifying the existing entry-level peace officer test. More input was recommended regarding an end-of-academy report-writing requirement.

Questions about the project to expand cognitive testing may be directed to Senior Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or [Bob.Holmgren@post.ca.gov](mailto:Bob.Holmgren@post.ca.gov). Questions about writing standards may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or [Elizabeth.Wisnia@post.ca.gov](mailto:Elizabeth.Wisnia@post.ca.gov).

## **POST PARTICIPATES IN NATIONAL DISTRICT ATTORNEYS' ASSOCIATION ANNUAL TRAINING CONFERENCE**

During August, POST staff participated in the National District Attorney's Association (NDAA) Annual Training Conference in Portland, Oregon. In a panel presentation titled "Post-Graduate Education for Prosecutors and Advanced Training for Law Enforcement," Senior Consultant Bryon Gustafson outlined POST's Continuing Professional Training (CPT) Program, the new Instructor Development Institute (IDI), and the proposed partnership and certificate program with a campus of the California State University system.

Prior to the start of the NDAA Annual Training Conference, POST Commissioner Colleen Campbell addressed the American Prosecutors Research Institute (APRI) - the research, development, and technical assistance arm of the NDAA. Commissioner Campbell's presentation focused on victim rights, advocacy, and the role of the prosecutor. She highlighted several of POST's training courses and materials.

Other POST stakeholders played key roles in the Annual Training Conference. San Mateo County District Attorney and former POST Commissioner Jim Fox was sworn in as the new President of the NDAA. Los Angeles County District Attorney Steve Cooley presented "Foreign Prosecutions and Extradition Issues." Other presentations of interest included a keynote address by Chris Hansen of Dateline NBC's "To Catch a Predator" and "Utilizing Profilers: From the Expert's Eyes" which explored the use of outside profilers on high-profile homicide cases.

Questions about the NDAA Annual Training Conference may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or [Bryon.Gustafson@post.ca.gov](mailto:Bryon.Gustafson@post.ca.gov).

## **POST STAFF ATTENDS MEETING OF THE ADVISORY COMMITTEE ON ANTI-REPRODUCTIVE RIGHTS CRIMES**

At the request of the Advisory Committee on Anti-Reproductive Rights Crimes, POST staff attended the initial meeting of the Committee on August 20, 2007. The Committee advises the Commission on the Status of Women and has been tasked with preparing a report, by December 31, 2007, that evaluates whether legislation in place since 2002 to heighten enforcement and training emphasis on anti-reproductive rights crimes should be extended. The current statutory sunset date is January 1, 2009. POST's role relative to the legislation, codified as Penal Code §13778, was to produce a telecourse on the topic of anti-reproductive rights crimes. The telecourse was broadcasted in February 2003 and a reference guide was distributed. The telecourse and reference guide provided comprehensive coverage of the topics specified in the legislation.

A key area of concern raised at the meeting was the effectiveness of the crime reporting processes established by the legislation. Knowledge of the prevalence and nature of anti-reproductive rights crimes is essential for determining any next steps. The difference between the statistics maintained by the California Department of Justice, and the much higher sense of incidence of these crimes held by members of the Committee, stimulated development of the initial action item for the Committee's next meeting in September: operation of the anti-reproductive rights crimes reporting system.

An additional item of relevance to POST was the discussion of recommendations promulgated in August 2003 by a California Department of Justice report, *Special Report to the Legislature on Senate Bill 780*. The report recommended that law enforcement agencies pursue 16 strategies "to prevent, report, apprehend, and prosecute anti-reproductive rights crimes in California." It was further recommended in the report, which was prepared after POST's telecourse and reference guide were distributed, "that the Commission on Peace Officer Standards and Training provide anti-reproductive rights crimes training which includes the 16 strategies described in the report." While not specific to anti-reproductive rights crimes, POST has certified training that addresses many of the topics that are the subjects of the 16 strategies. POST will continue to work with the Committee in a support capacity.

Questions about anti-reproductive rights crimes may be directed to Bureau Chief Mike Hooper, Training Program Services Bureau, at (916) 227-2820 or [Mike.Hooper@post.ca.gov](mailto:Mike.Hooper@post.ca.gov).

## **DEVELOPMENT OF SUPPORTING MILITARY IN LAW ENFORCEMENT TELECOURSE BEGINS**

Hundreds of law enforcement officers and employees have been assigned to active military duty in the past few years. The process of pre-deployment and re-acclimation can be complicated. The *Supporting Military in Law Enforcement* telecourse is designed to create awareness among veterans, agencies, and families of the procedures and techniques that will facilitate law enforcement employees' return to their agency. Viewers will hear the firsthand experiences of military veterans who have returned to their law enforcement agencies, as well as experts who have implemented effective support programs at their agencies.

The program offers suggestions and resources for managing the process of pre-deployment paperwork, agency planning, employee and family support, peer education, and the re-acclimation process. It also highlights the benefits of appointing a Military Liaison within a department to assist the deploying employees. *Supporting Military in Law Enforcement* is tentatively scheduled for release in mid-2008.

Questions about the *Supporting Military in Law Enforcement* telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or [Jody.Buna@post.ca.gov](mailto:Jody.Buna@post.ca.gov).

### **“STRAIGHT TALK AND PRACTICAL ADVICE ON THE ADA & FEHA AND THEIR IMPACT ON LAW ENFORCEMENT HIRING AND TRAINING” PRESENTED TO THE PERSONNEL TESTING COUNCIL OF NORTHERN CALIFORNIA**

The impact of the Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA) on California public safety personnel practices was the topic of a presentation by POST Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., to the Northern California Personnel Testing Council (PTC-NC). The PTC-NC is an association of personnel testing and assessment professionals from both public and private-sector organizations. Dr. Spilberg serves as the POST resident expert on disability legislation and its impact on law enforcement hiring and training.

Similar to the initial series of POST workshops for law enforcement conducted earlier this year, the presentation was conducted by Dr. Spilberg in an interactive, question-and-answer format. A white paper will summarize the questions and answers addressed during the POST-sponsored sessions. Once completed, the paper will be made available on the POST website.

Questions about the impact of the ADA and the FEHA on California public safety may be directed to Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824 or [Shelley.Spilberg@post.ca.gov](mailto:Shelley.Spilberg@post.ca.gov).

### **ARIZONA POST EXAMINES THE LEARNING PORTAL**

On August 16, 2007, two Arizona POST Board Training Specialists met with members of the Learning Technology Resources Center to discuss the operation of the California POST Learning Portal ([www.lp.post.ca.gov](http://www.lp.post.ca.gov)). Successes and challenges of each on-line program were discussed.

Word of the success of the California POST on-line program is spreading to other states. To date, Arizona and the city of Houston, Texas, have requested access to the Learning Portal. Staff is considering a subscription feature that will provide controlled access to the Learning Portal. Following Commission action, it is anticipated that this feature could be available in early 2008.

Questions about the Arizona POST visit or the new subscription feature may be directed to Senior Instructional Systems Engineer Rich Dunn, Learning Technology Resource Center, at (916) 227-4262 or [Richard.Dunn@post.ca.gov](mailto:Richard.Dunn@post.ca.gov).

## **NEW NON-PEACE OFFICER REPORT AVAILABLE THROUGH THE EDI**

The Computer Services Bureau (CSB) has created a new report for agency users of the Electronic Data Interchange (EDI) system. The new report, available under the “reports tab” in the EDI, will provide a listing of all Non-Peace Officer agency employees that have attended POST-certified training in the past 24 months. The report lists the courses attended and the amount reimbursed for each employee. Additionally, next to the employee’s name, the report prints the employee’s POST ID which replaces the individual’s Social Security Number.

Questions about the Non-Peace Officer Report may be directed to Bureau Chief Mitch Coppin, Computer Services Bureau, at (916) 227-4850 or [Mitch.Coppin@post.ca.gov](mailto:Mitch.Coppin@post.ca.gov).

## **POST BEGINS DEVELOPMENT OF TELECOURSE FOR EXTRADITION PROCEDURES**

The California POST Training Network (CPTN) has initiated development of a new telecourse addressing extradition procedures and current guidelines for law enforcement officers flying armed. The telecourse will provide training for the proper procedural planning and transport of a prisoner while flying armed.

Training points will be presented as step-by-step instruction for planning and carrying out an extradition, moving through the airport, interfacing with airline personnel/airport security, and controlling the position and in-flight time with a prisoner. Special topics will include an extradition kit, how to prepare the prisoner for flying, and how to use additional airport or law enforcement resources for transport. The telecourse will include federal flying armed guidelines that will satisfy the training required by TSA/DHS for law enforcement officers.

Questions about the telecourse for extradition procedures may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or [Jody.Buna@post.ca.gov](mailto:Jody.Buna@post.ca.gov).

## **IMAGE AND COMMUNICATION TRAINING TO BE PRESENTED AT POST**

On September 20, 2007, Judy Pal of the Atlanta Police Department Public Affairs Unit will present training to POST staff on *The Power of Positive Public Perception and Effective Internal Communication Strategies*. Participants will learn about the power and importance of public perception, and strategies to improve the agency’s image. Media relations, internal communications, and operating procedures will be discussed, as well as simple tactics to help front-line staff understand their important role in an agency’s overall ability to succeed. Participants will also understand the psychology of their audience, and will obtain simple and inexpensive strategies to help boost morale and improve communication.

With more than 24 years of experience, Judy Pal has served as public relations counsel to a diverse range of clients, including public safety agencies, medical associations, government, and the professional sports and entertainment industry. She has taught media relations and crisis communications at the university level and workshops and media training courses for police agencies, fire services, non-profit associations, and business executives across the United States and



Canada. She is an adjunct professor with Dalhousie University, with a Certificate in Police Leadership from Henson College, and is a former columnist with Blue Line Magazine, the national law enforcement publication in Canada. She was the Public Affairs Supervisor for Halifax Regional Police in Nova Scotia prior to immigrating to the United States from Canada, and later served as Communications Manager for the City of Irvine. She has also worked in the sports and entertainment field, with both the Stanley Cup winning 1988 Edmonton Oilers and Madison Square Garden. In August, Ms. Pal was appointed President of the National Information Officers Association, and is currently in charge of the Public Affairs Unit with the Atlanta Police Department.

Questions about *The Power of Positive Public Perception and Effective Internal Communication Strategies* presentation by Judy Pal may be directed to Senior Consultant Gary Sorg, Center for Leadership Development, at (916) 227-2822 or [Gary.Sorg@post.ca.gov](mailto:Gary.Sorg@post.ca.gov).

## **TRAINING NEEDS ASSESSMENT FOR BORDER AGENCIES**

The Training Delivery and Compliance Services Bureau conducted a Training Needs Assessment at the Reno Public Safety Training Center for agencies in counties bordering the state of Nevada (Sierra, Lassen, El Dorado, Placer, Nevada, and Modoc). Greg Befert of the Reno Public Safety Training Center, and POST Senior Consultants Michael Gomez and Gary Manini, identified agency priorities and will develop a strategy to meet the short and long-term training needs.

Questions about the Training Needs Assessment may be directed to Bureau Chief Ed Pecinovsky, Training Delivery and Compliance Services Bureau, at (916) 227-4874 or [Ed.Pecinovsky@post.ca.gov](mailto:Ed.Pecinovsky@post.ca.gov).

## **CALENDAR OF EVENTS ON THE POST WEBSITE**

Due to security concerns, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at [http://www.post.ca.gov/library/p\\_ch/flagship\\_bb.asp](http://www.post.ca.gov/library/p_ch/flagship_bb.asp). If you have access to the network but have forgotten your user identification or password, please send an email to [clearinghouse@post.ca.gov](mailto:clearinghouse@post.ca.gov).

## **LEGISLATIVE UPDATE**

Information regarding bills with a Commission position appears on the following page.

## STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007-08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<a href="#"><u>AB 587</u></a> (Karnette)	<b>Anti-terrorism Training:</b> This bill appropriates \$2.5M to POST for anti-terrorism training. <b>Commission Position:</b> Support.	<b>SEN</b> <b>3<sup>rd</sup> Reading</b> <b>9/5/07</b>
<a href="#"><u>AB 1079</u></a> (Richardson)	<b>Crime Labs:</b> This bill would establish a Department of Justice task force to conduct a review of California's crime laboratory system and make recommendations how to best configure, fund, and improve the delivery of state and local crime laboratory services. <b>Commission Position:</b> No position.	<b>SEN</b> <b>2<sup>nd</sup> Reading</b> <b>9/5/07</b>
<a href="#"><u>AB 1229</u></a> (Carter)	<b>POST Commission:</b> This bill would instead require that the Commission on Peace Officer Standards and Training (POST) consist of 15 members appointed by the Governor, as specified. The bill would require each member of those four members to have demonstrated leadership in the recognized employee organization having the right to represent the member, as set forth in specified provisions. The bill would also require that one member be a California peace officer of the rank of sergeant or below with a minimum of 5 years experience and shall have demonstrated leadership in a California-based law enforcement association, as specified. <b>Commission Position:</b> No position.	<b>ASM</b> <b>Concurrence</b> <b>9/5/07</b>
<a href="#"><u>SB 756</u></a> (Ridley-Thomas)	<b>Criminal Investigations:</b> This bill would require that on or before December 31, 2008, the Department of Justice, the Commission on Peace Officer Standards and Training, and specified law enforcement-related entities will develop guidelines for policies and procedures for the collection and handling of eyewitness evidence in criminal investigations. The guidelines would be transmitted to the Legislature with recommendations for any legislation needed to enforce the guidelines. This bill also requires that the Attorney General report to the Legislature on the training on, and voluntary compliance with, the recommendations. <b>Commission Position:</b> Oppose.	<b>ASM</b> <b>3<sup>rd</sup> Reading</b> <b>9/5/07</b>